

6 JUN 1966

MEMORANDUM FOR THE RECORD

1. I attended a meeting of a Committee of the IAG on Equal Opportunity in Housing at 10 o'clock on Friday, 3 June. The meeting was chaired by Irving Kator, Executive Vice-Chairman of the Commission; and there were representatives present from the three Services, the Defense Supply Agency, FAA, Commerce, AEC, GSA, HUD and NASA.

2. The meeting was called in response to requests from the President's Committee on Equal Opportunity in Housing to look into what the Federal Government, through its agencies and its employees, might do in this regard. We were addressed by Dr. Horsky of the White House and Mrs. Glenda Sloane, Legal Counsel of the President's Committee.

3. It is clear that much more vigorous programs will be pursued by the Federal Government to open up the real estate market, to educate and motivate the Negro to break out of his ghetto, and that there will be considerable emphasis on getting the support of individual Federal employees in the program. It seemed clear from the general discussion that our Agency lags somewhat in respect to other Agencies' activities in this field. A simple instance will serve to illustrate. Other agencies of government do not permit the use of their bulletin boards to show segregated housing for rent or sale; we in CIA set no such requirement.

4. Other meetings will follow, and I will report on them accordingly.


Acting Director of Personnel

STAT

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UNITED STATES CIVIL SERVICE COMMISSION
Office of the Executive Director
Interagency Advisory Group
1900 E Street, N. W.
Washington, D. C. 20415

Minutes of the Committee on
EQUAL EMPLOYMENT IN HOUSING
(IAG-227)
June 3, 1966

Mr. Irving Kator, Executive Vice-Chairman, Interagency Advisory Group, chaired the meeting. He introduced Mr. Charles Horksy, Advisor to the President for the National Capital Affairs, Mrs. Glenda Sloane, Legal Counsel for the President's Committee on Equal Opportunity in Housing, and Mr. Edwin Friedman, Staff Member of the President's Committee.

The meeting was called to give staff of the President's Committee on Equal Opportunity in Housing an opportunity to meet with Directors of Personnel whose agencies have suburban installations and to exchange ideas on what Federal agencies can do to step up support of fair housing programs.

Mr. Horksy said that because of housing discrimination in the Washington, D. C. suburbs the Negro population in this area is forced to crowd into the District of Columbia to find homes. This reluctance of realtors to sell or rent suburban housing to Negroes is responsible for the situation we find here: a heavily concentrated Negro population surrounded by almost totally white suburban communities. The President has many times expressed his interest in finding a solution to this problem.

Federal agencies become directly involved when they have suburban installations and are faced with the problem of helping minority group employees find a place to live. If a Federal agency is looking for a place to locate an installation, agency officials can meet with local realtors and community groups to insure there will be fair housing before the agency moves into the area. As an example, Mr. Horksy pointed out the community of Reston, in Fairfax County, Virginia, which had agreed to provide fair housing for all races and income levels before a Federal agency (Geological Survey) moved into that area. The problem is more difficult when an agency installation is already located in a community, and there has been no agreement for fair housing. He also noted the economic benefits inuring to communities from the presence of Federal installations.

Mrs. Glenda Sloane said the President's Committee felt Directors of Personnel of Federal agencies could help make a significant impact on implementing fair housing, especially in the Washington, D. C. area. About one-third of the area's population are Federal employees so the Directors of Personnel can appeal to a large percentage of the local non-minority group population to recognize the housing problems of their minority group co-workers.

2.

Although there are many Negroes employed at suburban Federal installations, Mrs. Sloane said, it could be assumed that most of them were living in the District of Columbia and thus had large distances to commute since they could not find suitable housing near their jobs in the suburbs. (Data on this condition has not been collected.)

Mrs. Sloane said education plays a key role in implementing a fair housing program. She thought it ironic that while local housing groups have lists of some suburban housing available to Negroes, there is still a scarcity of Negro applicants. Because they are not merchandized as are white homeseekers, many Negroes are not aware that any suburban housing is available and are paying rent for a residence in the District of Columbia that might get them much better housing in the suburbs.

They need to learn about available housing and encouraged to seek it in the suburbs and the white community needs to be educated to support open housing.

Mr. Kator asked the committee what action their agencies were taking to implement fair housing programs. For one thing agencies represented said that only housing available on an open occupancy basis was permitted to be advertised on bulletin boards.

Atomic Energy Commission found 70% of its Negro employees left when the agency moved to Germantown, Maryland. During the last three years AEC has joined with other local employers to influence local realtors to sell or rent to Negroes. AEC has sent delegates to meet with local groups interested in fair housing and has appeared before County organizations urging a fair housing ordinance. AEC will appear before the Montgomery County Human Relations Commission which is considering a fair housing ordinance. AEC also has a policy of working with the individual minority-group employee to find suitable housing. Experience has shown it is more difficult to find suburban housing for unmarried Negroes than for Negro families. Housing for Negroes is relatively easy to find in rural areas of Montgomery County but finding housing in heavily settled suburban communities, for example Bethesda or Silver Spring, is more difficult. AEC does not have a Housing Officer but someone in the Personnel Office works with minority groups to find housing.

National Bureau of Standards has also been working with fair housing groups in Montgomery County. NBS is in the process of moving to Gaithersburg and has gathered some data on housing available in that area. NBS is also considering ways of finding what kind of housing minority group members want and can afford so that the agency can get the local builders to see if it is possible to construct suitable integrated housing near their new site. NBS does not have a Housing Officer.

3.

CIA has found that low or moderate cost housing in its area is not generally available. CIA works with individual minority group members to find them suitable housing they can afford. There is no Housing Officer as such in the agency.

The Department of the Air Force has a Housing Officer at each installation. These Housing Officers have had very few requests for assistance. There have not been any official complaints locally from any minority group member concerning a problem finding housing. The Department of the Air Force is studying the role the military commander can play in implementing fair housing off base - for example, possible declaring segregated housing off limits.

The Defense Supply Agency representative said that as far as he was aware all minority group employees have been able to find housing and there have been no complaints. There was recognition by the committee, however, that lack of complaints did not mean that there were no problems. For example, it was unknown how many Negroes were deterred from applying to a suburban installation simply because of a lack of suitable housing. In addition, it was noted that military personnel are reluctant to register complaints.

There was a general discussion of a proposal made by Mrs. Sloane asking agencies to gather statistics on the residence of all minority group members employed in suburban installations. This would probably show, it was believed, that Negroes have to commute much farther to their jobs than do the non-minority group employees. The committee agreed these statistics could be gathered but it would take considerable time and could only prove what was generally accepted - that Negroes do not live in the suburbs. There was general agreement among the members that the committee should address itself to the immediate problem -- what can Directors of Personnel do to move forward on the problem of equal housing for all employees.

Mr. Kator said the matter of a survey would be held in abeyance and no request for this data would be made to agencies at this time. Agencies which had data bearing on the problem were asked to make it available to the President's Committee. At this point Mr. Kator distributed a memorandum issued by Mr. Oganovic establishing a Housing Officer in the Civil Service Commission (a copy of this memorandum is attached).

Mrs. Sloane suggested agencies send representatives to human relations councils and local civic group meetings to let employees know their employer is openly advocating equal housing opportunity. She also suggested agencies consider adopting the recommendations of the CSC memorandum on "Designation of Housing Officer." The President's Committee would then have a point of contact in each agency. The Housing Officer would have the specific responsibility to act on fair housing problems and help the agencies' minority group employees locate housing.

4.

Mr. Friedman asked the members to consider the idea of a central housing authority to coordinate all agency lists of available integrated housing into a central list available to agency housing officers.

Mrs. Sloane agreed to furnish publications and materials on fair housing to the agencies for display. The President's Committee could also assist in the preparation and maintenance of housing lists.

Mr. Kator concluded the meeting and asked the members to consider the ideas raised at the meeting and any other means open to Directors of Personnel to implement the fair housing program. He said there would be further meetings on this subject of fair housing.

Attendance

Kator, Irving (Chairman)

Anderson, Earl

Chaffin, Douglas

Cirillo, Joseph

Friedman, Edwin

Fullwood, Charles

Gould, Stephen

Horsky, Charles A.

Ingerski, Walter

Ropp, Wade

Sloane, Glenda

Tackman, Arthur

Watts, John A.

Webb, J. Robert

Foehrkolb, John A. (IAG-Staff)

Rachal, Anthony

Yanak, Francis

Civil Service Commission

Federal Aviation Agency

Department of HUD

Department of the Navy

President's Committee on EOH

National Aeronautics and Space Admin.

General Services Admin.

President's Committee on EOH

Defense Supply Agency

Department of Commerce

President's Committee on EOH

Atomic Energy Commission

Central Intelligence Agency

Department of the Air Force

Department of the Army

Civil Service Commission

Civil Service Commission

Civil Service Commission

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